

FOLIO

University of Alberta

11 January 1990

Three percent operating increase for University of Alberta

Provincial operating support for postsecondary institutions will be increased this fiscal year by \$22.2 million, representing a three percent increase.

Advanced Education Minister John Gogo said, "I am confident that with this increase in operating support, as well as renewed efforts by the postsecondary institutions to improve efficiencies, quality will be maintained in the system."

Last Wednesday's news was greeted positively by President Paul Davenport, who said the government's announcement was "a vote of confidence in the postsecondary system."

The President said overall the University was pleased with the announcement and he added that the increase had to be seen in the context of the provincial government's overall budgetary situation.

The Minister also announced the suspension of sections of the province's tuition policy for 1990-91, pending a policy review. The Minister instructed all postsecondary Boards of Governors

and student associations that tuition may be increased on average by up to \$20 per month for an eight-month university program and by up to \$10 per month for programs at public colleges and technical institutes. The government estimates that the institutions will be able to raise an additional \$15 million as a result of the changes.

President Davenport said one way of interpreting the \$20 per month figure was to say that the Minister had indeed responded positively to the four provincial university presidents' concerns. (The presidents have expressed a desire to have provincial tuition fees move to the national average.)

But student leaders across the province reacted angrily to the announcement. U of A Graduate Students' Association President Stephen Downes said, "The Alberta Government is financing its election promises by turning provincial debt into individual student and family debt." He argued that the provincial government violated its own tuition fee policy set in place in 1981 after the Grantham Report recommended a tuition amending policy which would provide predictability and protection for students.

University of Calgary Graduate Students' Association President Jill Johnston said, "If the government doesn't follow its own policies, then the system is guided only by the arbitrary decisions of one man, or one political agenda."

Wade Deisman, Vice-President External of the University of Alberta Students' Union, said a 1989 report by the Population Research Laboratory showed that "only 12 percent of Albertans

avored increases in tuition at Alberta's postsecondary institutions." He added that the increase is three times the rate of inflation.

University of Lethbridge Students' Union President Jon Oxley said, "They're opening yet another college campus this year in Brooks while saying that they can't afford the system they already have, so students have to pay a lot more. What we're paying for are the government's election promises."

President Davenport said the University still faces "significant budgetary difficulties," but the government's three percent operating increase makes the University's problems more manageable.

At the University of Calgary, President Murray Fraser said the three percent increase will mean an additional \$4.4 million for the U of C's operating budget, well below the institution's inflation rate. That would result in a budgetary shortfall of several million dollars, Dr Fraser said.

Fraser said the tuition increase was "a step in the right direction, but we must be careful that any increases in tuition fees aren't on the backs of the students, and I want to be sure that we have an adequate financial aid program."

The U of C President said the shortfall in funding would result in the deferral on hiring of new faculty, increased class sizes, and greater reliance on sessional lecturers, and the deferral on hiring of new support staff.

President Davenport noted that the increase is less than the rate of inflation and would continue to mean across the board and selective budget cuts at the University of Alberta. □

Schulha joins 1991 Universiade staff

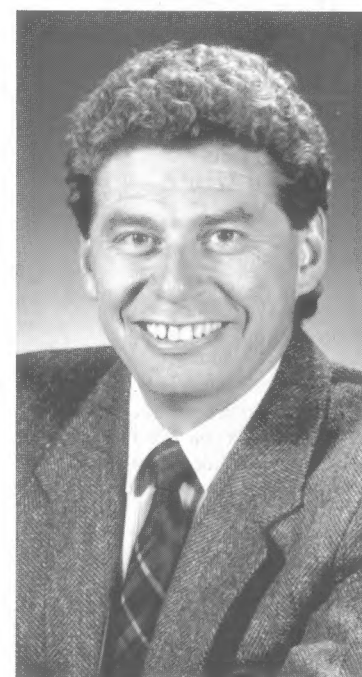
Department of Athletics Chair Dale Schulha is Canada's "Chef de Mission" for the 1991 Winter Universiade Games in Sapporo, Japan.

He will be the official representative of the Canadian team and will be responsible for the team's conduct during the Games.

Some of his specific duties include: representing the team at official functions; directing team activities in emergency situations; responding to Canadian Government initiatives; decision making in disciplinary matters; adhering to protocol on behalf of the team; and interacting with Canadian Embassy staff and dignitaries.

Schulha is no stranger to the Games. This will be his fourth World Universiade Games. In Romania, 1981, he was an observer on the administrative level and was the manager of technical operations, Sports Division, Edmonton, 1983. He represented the Canadian hockey contingent in Czechoslovakia in 1987.

"I applied for this position because I enjoy the International sport experience and the educational value associated with it," Schulha said. "I also feel that it is important that the CIAU remain involved with the Universiade Games." □



Dale Schulha

INSIDE

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NSERC, SSHRC creating chairs to examine technological change

Arthur May, president of the Natural Sciences and Engineering Research Council (NSERC), and Paule Leduc, president of the Social Sciences and Humanities Research Council (SSHRC), recently announced the launching of a joint program that will create university chairs to study technological change and innovation.

The intent is to make Canada more innovative and reap the economic benefits, while at the same time take control of the process of technological change in order to manage its social and environmental impacts.

"There is a lack of advanced studies on managing technological change for the benefit as well as the safety of Canadians, yet increasingly we are realizing that change has profound effects on the individual, in the workplace and in our society," said Secretary of State Gerry Weiner.

"Canadian universities simply

must have this research capability in order to adequately prepare the next generation of managers and policy makers," said William Winegard, Minister of State (Science and Technology). "But an industrial commitment to these studies is pivotal. The new knowledge will enhance corporate competitiveness while providing managers with a deeper understanding of their role in society."

The new chair program follows a pattern of increasing cooperation in areas of common interest to the federal councils. Last summer, the two funding agencies announced Canada's first program of graduate scholarships for science policy studies. Both initiatives will promote the study of technological change and related social issues in a holistic, interdisciplinary manner.

The councils say the main benefits of the chairs will be to:

- help organizations manage

innovation and technological change to become more competitive;

- stimulate technological entrepreneurship;
- ease the adoption of new technology in the workplace;
- facilitate the development of public policy and public understanding of technological change;
- advance education and training in these areas and stimulate interdisciplinary approaches.

The chairs will be funded in

partnership with industry and other private sector bodies.

Government agencies, universities and other public organizations will be invited to be contributing partners; however their contributions will not be eligible for matching. As many as six chairs are expected to be awarded in the first two years of the program, with the first competition to be held in early 1990. A second competition will take place in late 1990. Funding for each chair will be for a renewable five-year period.□

Broadus Lectures, 1990

This year's Broadus Lectures are to be given by Shirley Neuman on 22, 24 and 29 January. The lecture series, which has been held annually since 1971, is named for Edmund Kemper Broadus, first professor and first Head of the Department of English. Professor Broadus was recruited by Henry Marshall Tory in 1908 from Harvard, where he had just completed his doctorate, and was Head of the Department until his death in 1936. He was elected to the Royal Society of Canada in 1934, and was awarded an honorary LLD by this University in 1935.

Professor Neuman was herself recently elected to the Royal Society of Canada, and will take

over the presidency of the Association of Canadian University Teachers of English in June 1990.

This year's lectures, offered under the series title "The gendered bodies of autobiography", are:

- "An appearance walking in a forest the sexes burn"; autobiography and the construction of the feminine body" - Monday, 22 January.
- "Because I was flesh"; autobiography and manhood" - Wednesday, 24 January.
- "Your past . . . your future"; autobiography and mothers' bodies" - Monday, 29 January.

Each lecture will take place at 4 pm in L-1 Humanities Centre. All are welcome.□

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Supreme Court Justice to visit Faculty of Law next week

Thanks to the generosity of the
Friends of the Faculty of Law, the
Hon Madam Justice Claire
L'Heureux-Dubé will be addressing
law students, faculty and the public
on Friday, 19 January, at 2:15 pm
in 231/237 Law Centre.

Madam Justice L'Heureux-Dubé
was appointed to the Supreme
Court of Canada in April 1987. Her
distinguished career includes
practise before the Quebec Bar and
appointment as Queen's Counsel in
September 1969; Commissioner
under Part II of *The Inquiries Act*;
and Judge of the Superior and
Appeal Courts of Quebec. Madam
Justice L'Heureux-Dubé is known
for her expertise in family law and
involvement in a wide variety of

committees that include, but are
not limited to, the areas of family
law, human rights, and revision to
the Quebec Civil Code. Madam
Justice L'Heureux-Dubé is regarded
by the profession and judiciary as
a likeable extrovert, tireless worker
and promoter of gender equality
able to enthuse other individuals
with her commitment to high
standards.

Madam Justice L'Heureux-Dubé
will also be addressing members of
the legal profession at a \$125 per
plate dinner to be held at the
Mayfair Club 19 January and
sponsored by the Friends of the
Faculty of Law. Proceeds arising
from the dinner will be donated to
the Faculty of Law.□

Graduate student profile: Kathryn Todd

By FS Chia

Folio, in cooperation with the Faculty of Graduate Studies and Research, is publishing profiles of graduate students as they are prepared by Dean FS Chia.

Kathryn Todd came to my office right on time. After hanging up her coat, I asked her, "Would you like a cup of tea?" She said yes, so I went to the kitchen and plugged in the kettle, but forgot about it until she was ready to leave half an hour later.

Todd is a NSERC Fellow who completed her BSc degree in the Department of Speech Pathology and Audiology two years ago. She became interested in research when she began to see patients in her sophomore year and realized then that existing knowledge was too limited to answer her questions about brain damage and behavior. She decided that she would go on to find additional answers herself.

Her research focuses on structural, biochemical, and behavioral correlates of intracerebral magnesium infusion subsequent to experimentally-induced brain injury in rats. Our conversation covered various aspects of methodology, preparation, working hypothesis, possible results and implications of her findings.

Since her research is interdisciplinary in nature, she is most grateful to professors in other departments who have helped her enormously in her research, particularly, Drs Baker and Greenshaw in the Neurochemical Research Unit in the Department of Psychiatry.

"I was taught the love of learning when I was in a private girls' school in Victoria, BC, but I lost that when I entered a public high



Love of learning infuses Kathryn Todd.

school. Many of the teachers in high school appeared to be bored by the subject they were teaching. I wanted to go on to university and to learn something that could land me a job. That was the motive for entering the Speech Pathology and Audiology Department," she said.

She was obviously excited when talking about her research. She told me that she was one of three Canadians who attended the Neurotrauma Symposium in November 1988, in Montreal, when she was in her first year of graduate studies. Papers presented at that symposium further aroused her curiosity and strengthened her determination to continue her research work. "My lifelong ambition is to become a university professor and continue to carry out research on the behavioral aspect of

brain damage and share my research experience with my students. In other words, I want to teach through research."

After I became aware that she is in a master's program though her ambition is to do a doctoral thesis, I phoned her Department Chair, Gene Lechelt, and suggested that the department should examine her credentials and consider transferring her to a PhD program, bypassing the master's degree. Dr Lechelt promised that they would discuss this suggestion at their department council meeting. Todd said that she loved very much teaching the neuroanatomy course last year, but since the department currently has no money to pay her she is not teaching this year.

"Would you object to teaching without financial compensation?" I asked her. Her answer was

"I would be happy to volunteer to teach as I think that teaching

university students is a privilege. I can learn in a different form than from taking courses." I told her that she should talk to her Department Chair about this. I also told her that I would propose in the Faculty Council the idea that all fellowship holders should spend some time teaching as part of their fellowship responsibilities. She said she is willing to support my proposal in the council.

Just before she left, she told me, "I want you to make one point in your report in *Folio*, that psychology is not a couch science. We employ the most rigorous methodology and modern equipment in our research, and I am very proud of my department, my professors, and particularly my supervisor, Charles Beck. We work together as colleagues. My professors are truly my mentors."

She left, but she said she would return for that cup of tea. □

United Way Campus Campaign Committee says thanks

We write to thank members of the University community for their response to our appeal for help for the United Way. The campaign goal this year was set at \$150,000, which is \$50,000 more than was collected last year and is \$15,000 more than was collected in the best year of recent times, 1986-87. This goal was reached before the campaign was finished. In total, more than \$152,000 was collected for the United Way which will, of course, receive it all.

When we wrote earlier we asked you to help the reputation of the University in the community by showing that you will help those in need. You have responded so effectively that you are the talk of the United Way community. We thank you on behalf of those who will be helped by your gift. You have helped others. You have, thereby, helped yourselves and your University.

The exciting result of this year's campaign is the increased participation: many more of us gave something. In addition, the average gift from University staff is considerably higher than United Way averages. Those who give, give generously.

About one person in twelve of the support staff responded to the United Way with an average gift of about \$120, which is significantly higher than the United Way average. About one person in seven of the academic staff responded with an average gift of about \$260, which reflects the higher average salary of the academic staff.

Thank you very much for your generosity this year. We will talk to you again next year.

Doug Wilson, Murray Steen, Meg Clarke, Ann Kelly and John Bertie

United Way Campus Campaign Committee

Giovannetti named new president of Nurses Association

Phyllis Giovannetti has been named the President of the Alberta Association of Registered Nurses (AARN).

Professor Giovannetti is Director of the Research Facilitation Office, Faculty of Nursing, and has extensive experience in all areas of nursing.

Professor Giovannetti is internationally recognized for her work in patient classification and

health management systems.

Her career began at the Calgary General Hospital where she received her RN. McGill University gave her a baccalaureate degree in nursing and her ScD was awarded by Johns Hopkins University. She also completed course requirements for an MBA and has a diploma (Brookfield Management Systems, Vancouver) in Analysis and Work Measurement. □

University of Alberta bicycle operating and parking regulations

These regulations apply to the use, operation, and parking of all bicycles within the boundaries of the Campus, and are in addition to any bylaws, regulations, or provisions of the City of Edmonton and the Province of Alberta.

Bicycles on University of Alberta properties must be operated and parked in compliance with the University of Alberta Bicycle and Parking Regulations.

1.0 Definitions

Bicycle. A device upon which any person may ride, propelled exclusively by human power through a belt, chain, or gears, and having one or more wheels.

Bicycle, Abandoned. A bicycle which has been continuously locked in one location on Campus for more than seven calendar days.

Bicycle Path. An exclusive path, in its own right-of-way, used primarily by bicycles but which may also be used by pedestrians and wheelchairs.

Roadway. A route designated and utilized primarily for motor vehicle traffic (includes Service Roads).

Service Road. A route utilized primarily for Service Vehicles and pedestrian travel.

Walkway. Any sidewalk, pathway, or other route, or segment thereof, used primarily for pedestrian and wheelchair traffic.

2.0 Operating Bicycles

2.1 Bicycles Operated on Campus

.1 A person operating a bicycle on Campus has all the rights and responsibilities of a driver of a motor vehicle.

.2 Bicycles shall be ridden on the right hand side of the roadway.

.3 Bicyclists shall yield the right-of-way to pedestrians.

.4 The maximum rate of travel for bicycles on bicycle paths and walkways is twenty kilometres per hour.

2.2 Bicycle riding is prohibited:

.1 on walkways which are adjacent to roadways;

.2 on any landscaped areas where pedestrians or motor vehicles are not permitted, or where operation of a bicycle would be hazardous to the operator or would damage the landscape;

.3 inside Campus buildings.

3.0 Parking Bicycles

3.1 Bicycle parking is permitted only in areas specifically designated by the presence of racks or storage facilities for parking bicycles and/or in the presence of signs identifying

an area as a bicycle parking area.

3.2 Owners of bicycles seized or stolen should report the circumstances to Campus Security as soon as possible.

3.3 Bicycle parking is prohibited:

.1 within two metres of any building entrance or exit;

.2 on any stairway;

.3 on any egress or ingress ramp;

.4 on any loading dock;

.5 on any lawn or landscaped area;

.6 by any handrail, tree, shrubbery, door, signpost, lamp post, telephone post, or other object not maintained or designated for the purpose of securing bicycles;

.7 in any lobby, hallway, or room of any building unless said area is specifically designated by the Director of Physical Plant or his/her designate for bicycle parking or storage.

4.0 Abandoned Bicycles

.1 A bicycle will be considered abandoned when it has been continuously locked or left unattended in one location for longer than seven days.

.2 A warning tag will be affixed to the handlebars declaring the bicycle abandoned and advising the owner that the bicycle will be seized by Campus Security or Parking Services within 48 hours if it is not moved.

.3 Seized bicycles will be stored for a minimum of 30 calendar days before being disposed of in accordance with University regulations.

.4 If it is necessary to circumvent any locking device to impound a bicycle found standing, parked, or stored in violation of these regulations, the University is not responsible for any damage or loss to such locking devices or bicycles, or for replacement of such locking devices.

.5 In addition to their authority to impound bicycles left standing, parked, or stored in violation of these regulations, Campus Security or Parking Services employees may

impound bicycles which they believe to be abandoned or which have been reported as stolen.

.6 Seized bicycles will be released to the owner upon satisfactory proof of ownership and payment of an impound fee, which shall be determined by the Board.

5.0 Enforcement

.1 Campus Security and Parking Services employees are authorized to enforce these regulations.

.2 Campus Security and Parking Services employees may move, relocate, or impound any bicycle left standing, parked, or stored in contravention of these regulations.

6.0 Penalties

.1 The penalty for any contravention of these regulations will be as contained in Schedule 'A' or as prescribed by the Board.

7.0 Appeals

.1 An appeal may be made against a charge of any violation, or against the assessment of any penalty, or the amount of any such penalty. The procedures for appeal are outlined in Section 6 of the University's Traffic and Parking Regulations as amended by the

Board from time to time.

Questions or comments on this Policy should be directed to the Parking Manager or the Director of Campus Security.

The following proposed schedule of fines will be considered by the Board Finance Committee

Bicycle Regulations Schedule 'A' Offences and Fines

\$5.00 Fine

2.1.2 - Not riding on right-hand side of roadway

2.2.2 - Riding on landscaped areas.

3.1 - Parking in prohibited area or inside buildings.

\$10.00 Fine

2.1.3 - Not yielding right-of-way to pedestrian.

2.1.4 - Riding in excess of 20 kph.

2.2.1 - Riding on walkway adjacent to roadway.

2.2.3 - Riding inside Campus building.

4.6 - Impound Fee for return of abandoned or seized bicycle.

Proliferation of bicycles means rules of the road must be lodged

One chain of events that shifted dramatically in the '80s concerned the bicycle.

A few short years ago a bicycle on campus was an uncommon sight; a bicycle with more than three speeds was a *rara avis*. A student with limited money, an eccentric professor, an environmentalist nonpareil . . . these were the kinds of people who cruised to campus under their own power.

Suddenly the bicycle was held up to be an efficient and healthy means of transportation, a development that tied in with the exercise/fitness boom.

At the University of Alberta traffic on 87 and 89 Avenues, not to mention the network of walkways, included bikes of many makes and costs. Trouble was, many riders, being in a hurry and

having an emotional attachment to their bikes, wanted to leave them in or near the lab, office or classroom. Bikes were locked to signs, trees and railings and, especially in inclement weather, left in offices, labs, storage rooms and hallways. Then there were the impromptu games of dodge 'em between cyclists and pedestrians. These developments and the theft of many bicycles, largely because of inferior locks, led to the formation in April 1988 of the Bicycles on Campus Committee. BOCC, which benefits from input by students, staff, and members of Edmonton Bicycle Commuters, spearheaded improvements such as the distinctive "Keep Right" markings on campus sidewalks and the posting of "Keep Right" posters, the installation of more bicycle racks around campus, the

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LETTERS

Comings (Centre for Well-Being) and goings (Timms Collections Centre) produce queasiness

■ Your cover story in the 20 November 1989 issue of *Folio* concerning the Alberta Centre for Well-Being, left me feeling somewhat queasy about recent developments in our University. Given the recent and rather abrupt cancellation of the Timms Collections Centre, a facility that is clearly needed and had reached the stage of a ground-breaking ceremony last summer thanks to much hard work by many dedicated and concerned people, it seemed that the administration was loath to commit the University to additional operating costs for new facilities and programs during a time of budgetary uncertainty and constraint.

Lo and behold, we now have a new Centre for Well-Being with operating costs of a million dollars over three years. Now I am all for well-being (it is right up there with motherhood, maple syrup and apple pie). However, it remains unclear to me what, exactly, this centre will accomplish. The information presented in the article imparts only a very fuzzy impression of the rationale for the centre and specific objectives. Indeed, the initial goals are primarily public relations. Will the newsletter be another in the growing parade of ever-glossier brochures?

I cannot help but feel suspicious that the centre received funding largely because it has popular public and political appeal, not because it deals with an area of scholarly activity that should have high priority in our University. My unsettled feeling is aggravated, I suppose, by the recent scuttling of the Collections Centre, which was, and is, a sorely needed facility to sustain resources that are central to a number of established programs within the University.

*in O Murie
Department of Zoology*

A lesson on how to keep travel costs down

■ Recently BM Patchett of the Department of Mining, Metallurgical and Petroleum Engineering requested that in this time of tight money I "share, in a public forum like *Folio*, how [I] managed to tour several universities in search of candidates." I am happy to do so, and hope other Department Chairs will be able to make similar trips.

I visited Dalhousie and UNB at my own expense and on my own time, when on holiday in the Maritimes in August. The University of Calgary paid for my trip to Calgary, since I happened to be external examiner on one of their PhD theses; to save them money, I took the bus. Our University of course has a prospective staff travel fund of \$2,000 per position to bring candidates to the campus, but no formal funding for recruitment travel, and the English Department has no money for markers or for stamps, let alone recruitment trips; I therefore made a special appeal for funding to the Dean of my Faculty, the Vice-President (Academic), the Vice-President (Research), and (since on my trip I was also trying to recruit top graduate students) the Dean of Graduate Studies. I argued that our applicant pool had been steadily shrinking over the last seven or eight years as the job market turned around, and that if there are many jobs available in Ontario and Quebec (as there now are), people don't even think of applying to a chilly and geographically remote place like the U of A; I wanted to make known to people the excellence of our library, the strength of our benefits package, the liveliness of Edmonton's cultural scene, and so forth. This was to be a

once-only trip, in the nature of institutional advertising; I hoped it would increase our applications for several years. These four university officers must have agreed it was worth a try, since one granted me \$500, one \$400, and two \$300 each. With this money I flew to Ontario and BC (seat sale), and rented a car

(compact) which I drove across Ontario and Quebec, visiting two universities per day, giving a one-hour presentation and talking individually with staff and students for another two hours or so, before driving to the next campus. I didn't have to spend much on lodging on the eight-day trip: I paid for three nights in hotels and one night in a bed-and-breakfast (\$30); two universities I visited picked up the hotel tab, and when I spent two nights in Montreal because I hit there at the weekend, I slept on the couch at the apartment of my daughter, a student at McGill. I hardly paid for a meal: glad to have word of job opportunities for their students, the professors fed me well. The total cost of my visit to 17 universities was \$1,489, or \$87 per university—not bad considering the size of Canada.

Encouraged by the fact that (at least partly owing to this trip) we subsequently got nearly five times as many applications as the year before, Vice-President Meekison asked me to let other Department Chairs know that he would give serious consideration to similar funding requests in the future, especially where a department has several vacancies at once. This letter is one way of letting more departments know of the possibility, and the effectiveness, of such travel. A staff member may be with us for 35 years; it seems worth it for the University to spend a few dollars to increase our choice when it comes to such crucial decisions.

*Linda Woodbridge
Department of English*

Beware of numbers

■ I would like to remind Linda Woodbridge that "sophisticated statistics" stand up as evidences in the modern judiciary system. They are most often used in judging discrimination charges. Let us assume that males and females are equally well-qualified and capable, then the probability of hiring 5 women out of 128 male and 141 female applicants is 0.038. The ball park figure of 0.031 (Tom Powrie, *Folio*, 30 November 1989) was calculated under the hypothesis that there were an equal number of male and female applicants and that the number of applicants was infinite. Please, note that the probability depends on the male/female ratio. This means, that if we make the judgment that preferential treatment was given to women, we would be right at least 96 times in 100 similar cases. This is a widely accepted margin of error, and, given the sample size (5 people to be chosen out of 269), we cannot devise a decision scheme that reduces it as otherwise the probability of detecting discrimination when there is one would be zero. (My colleagues will excuse me for the lesson in elementary statistics, but it has been asked for.)

This probability of error is small enough to warrant the concerns expressed by Christensen *et al.* and renders all name-calling (dinosaur, reactionary, intellectual backwater, etc) uncalled-for.

Although Professor Woodbridge dismisses the calculation of Tom Powrie she goes on to cook with her own numbers.

First of all, she quotes the number of male applicants in 1987 and 1988 (52 and 128, respectively) to show that men were not discouraged. She fails, however, to mention the number of advertised positions in these two years, although they obviously have an effect on the number of applicants, and, more importantly, she does not give the parallel number of female applicants to compare them to. To quote those numbers in themselves is meaningless at best and manipulative at worst.

As far as the remaining set of numbers are concerned I am truly amazed at the lack of understanding of their social reasons from a professor in humanities. In the past, many intelligent

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LETTERS

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women chose to stay at home to raise families. (Some still do.) As society changes, those numbers will change, too. Even if her figures were indicators of discrimination in the past, we cannot use them in the discussion of present and future.

If women get preferential treatment in hiring that will make all female professionals suspects of inferior quality. That means I shall have to prove to all new acquaintances over and over again that I am not inferior, a terrible prospect, and, unfortunately, it is already the case to some extent. Remember, you can regulate policies but not opinions and attitudes.

Edit Gombay

Department of Statistics and Applied Probability

Pay equity: Did the exercise achieve its purpose?

■ Since you published on 22 September 1989 the information on pay equity, some of us were waiting for somebody to ask the obvious question or to offer the key answer. After all the complex activities, the lapse of time, the expenditure of money, the decline in staff morale and we are told, the commotions and and rearrangements in positions, one would like to know whether pay equity between genders has now been reached (or at least advanced). Did the exercise achieve its purpose?

Judging from the scant information available, it has not. The committee did not seem to have asked itself the question. So, one must try to provide the answer oneself. Almost the same number of female-held positions is to be downgraded as upgraded (249 as against 266). Thus, *ceteris paribus*, the female position as such has not been affected. Males will help a little bit: 123 are to go down, 53 up. By worsening their absolute position, they will improve the relative position of women. Overall, the reclassification exercise turned out to be an irrelevancy for pay equity. It could have been seen as such, by unbiased observers, from the very beginning.

In addition to the primordial error, the exercise, according to the committee report, has not been carried out very skillfully. Judging from pronouncements made in *Folio* on earlier occasions, in some parts of the exercise there were problems with weighted averages. On the other hand, technical skills were largely irrelevant, if complexity of the issues in pay equity is genuine, intrinsic and greater than seen from the ideological standpoint.

How great the complexity is can be judged from public reports by Statistics Canada. They show for some sociodemographic groups female wages 104 and 118 compared with 100 for males. Should these females be singled out for downgrading in the name of pay equity?

The net salary increase accruing at the U of A may be justifiable and will certainly be welcomed by the receivers, but that is another matter and has little to do with pay equity.

Karol J Krotki

University Professor of Sociology

Never mind the quality, feel the width

■ Having survived yet another FSPC [Faculty Salaries and Promotions Committee] as a Chair, I am again left with that annual hollow and somewhat dazed feeling. In my mind there lingers the question—Surely there must be a better way?

This moment of reflection was triggered by John England's guest column "Are we just pieces of meat? Life in the ecosystem".

As I tilt back my chair and place my feet on my desk, I notice that several of the pictures on my office wall are not level, also there's a crack in the fluorescent light cover overhead, and when the curtain rods were moved over my windows nobody took the time to fill in the holes left by the last generation of screws. There's also a book of postage stamps tucked in my desk blotter. Its got a six-cent and two

one-cent stamps in it. Why? I have no idea what to use them for—I'll just have to look for other stray stamps until I reach the prescribed 38-cent level. By the way, did you know that these stamps were designed by Rolf Harder?

This thinking stuff is good. It reminds me of when I was an undergraduate, we had lots of time to think—in fact I am sure I learned more out of class than in. Over the past nineteen years at the U of A I've noticed that all students seem to do is rush from one class to another. Why not reduce the course load from 5 FCE to 4 FCE and give them time to reflect a little on what's going on around them? What's the hurry? After all, as someone once said, "Education is what remains when you've forgotten every thing you've been taught". We would all be advised to remember that the dissatisfied undergraduates of today turn into the unsympathetic alumni of tomorrow, and we do need all the help we can get, even if it is only a sympathetic shoulder to cry on when funding cuts occur.

But I digress! Getting back to FSPC, why don't we reward people for what they do well instead of how they conform to a "professorial" model? I've yet to meet someone who is convinced that you can fairly and accurately evaluate teaching. As to research, it's much easier—right? Count the papers, check the research funds, count graduate students, what about PDFs and visiting scholars, check the quality of the journals, and so forth.

Tell me, why don't FSPCs get to see the referees' remarks on all these publications, before they actually get published?

Oh, and while I'm at it, why are batteries not included? And why does it say on our University vehicles Safety & Courtesy is our policy, instead of "Safety & Courtesy" is our policy, or even Safety & Courtesy are our policy?

I'd better get my feet off the desk, I am getting quite light-headed. If I'm not careful I'll start asking all the right questions.

Keith E Denford

Department of Botany

Lorne Duncan Stewart, 1920 - 1989

The Faculty of Education regrets to inform the University community of the passing of a former colleague, Lorne Duncan Stewart, on 10 December 1989.

Dr Stewart took early retirement 30 September 1980.

Dr Stewart joined the academic staff of the University of Alberta as associate professor in 1965. During his 15 years on campus he served three Departments: Educational Administration, Elementary Education and Secondary Education and was coordinator of the Division of Field Experiences from 1967 to 1971. As a senior professor, he was involved at the graduate level, with instruction in the area of curriculum studies, including the curriculum of teacher education.

A graduate of Saskatoon Normal School and the University of Saskatchewan (BEd), Dr Stewart

served the field as high school teacher in Saskatchewan and in Ontario and as a supervisor of instruction and superintendent of schools in Alberta. He received his MEd in Educational Administration from the University of Alberta and his EdD from the University of Colorado.

Dr Stewart served in the Royal Canadian Navy, Atlantic division. He enlisted as an ordinary seaman and was honorably discharged as lieutenant.

Dr Stewart will be remembered for his many contributions to the Faculty and, particularly, for his leadership in relation to the student teacher program and the graduate courses in curriculum development and implementation.

In lieu of flowers, contributions to the Cancer Society would be welcomed. □

Board of Governors' Scott, Superstein each given a singular honor

Jack Scott and Jake Superstein, government appointees to the University of Alberta Board of Governors, have each been accorded a singular honor.

Mr Scott, Vice-Chair, and Chair of the Building Committee, has been inducted into the Canadian Section of the International College of Dentists. He is a graduate of the U of A's Faculty of Dentistry.

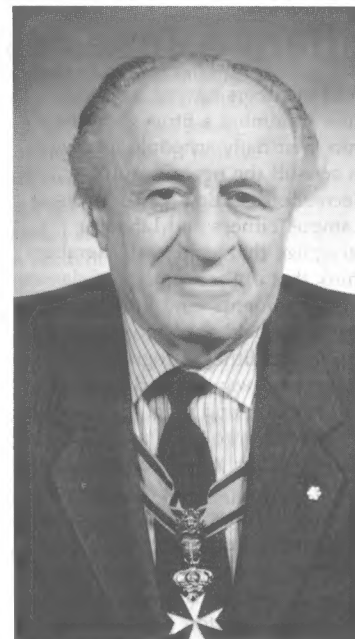
The International College of Dentists was founded in 1926. Its purposes are: to recognize ability, to promote ethical practice, and to honor meritorious service.

Mr Superstein, who sits on the Board Building Committee and is the Board representative on the NASA Negotiating Committee, was awarded the Hospitler Order of St John, a venerable award that is

given very infrequently.

Mr Superstein was singled out for his work on behalf of St Mary's School and other charitable efforts. As Knight Hospitler of Merit, Mr Superstein is entitled to use the initials KH after his name.

Prince Grand Master Dr Robert Formhalls presented the Hospitler Order of St John to Mr Superstein. □



Jake Superstein

Photo Services

Research Services and Graduate Studies sponsor workshop on graduate student supervision

A workshop on graduate student supervision will take place 25 January in the Stollery Centre, Business Building. The opening session is scheduled for 1:30 pm.

The workshop, sponsored by the Office of Research Services and the Faculty of Graduate Studies and Research, hinges on presentations related to medical research, the natural sciences and engineering, and the social sciences and

humanities.

Participants will look at issues relating to the quality and nature of graduate student research and supervision, current guidelines relating to graduate student supervision and research, and alternative models of graduate supervision on campus. As well experienced faculty will share their expertise with junior colleagues and academics from similar

disciplines will exchange information.

Among the presenters are WA McBlain (Endocrinology), E Sanders (Physiology), W Schneider (Biochemistry), HB Dunford (Chemistry), AJ Kernahan (Physics), S Pawluk (Soil Science), JH Bisanz (Psychology), GV Malicky (Elementary Education), SH Neuman (English), and GD Prideaux (Linguistics).

The workshop is free but participants must preregister with the Office of Research Services on or before 15 January. Space is limited so early registration is advised. □

Our apologies

The 30 November 1989 issue of *Folio* carried a story on Civil Engineering Professor Fay Hicks. The correct spelling of her name is Faye Hicks.

Folio apologizes to Professor Hicks for the misspelling. □

What's new? Changes to AHFMR Visiting Lecturers regulations

The Alberta Heritage Fund for Medical Research Internal Allocations Committee funds applications to support travel for faculty and visiting lecturers in the medical, biomedical and health sciences related research.

With the introduction of the new AHFMR Visiting Lecturers form come changes to the Visiting Lecturers terms of reference. These changes, which came into effect 1 January 1990, include:

- 1) an increase in the per diem allowance of \$75 per day to a maximum of five days to \$100 per day, for a maximum of five days upon submission of copies of receipts. The per diem allowance is to cover meals and hotel expenses only. As of 1 January 1990, the visiting lecturer will be reimbursed up to \$100 per diem upon presentation of receipts. As of 1 February 1990, receipts will be an absolute requirement in order to claim reimbursable expenses; and
- 2) an increase in the maximum allowed per person of the host's entertainment expenses from \$15 per person to \$20 per person. The total of \$150, reimbursed host's entertainment expenses for a

meeting of professionals at a maximum of two functions, will remain the same.

Those who require further information regarding these changes or more new Visiting Lecturers application forms are asked to contact the Office of Research Services at 492-5360. □

Bicycles

continued from page four

establishment of the bicycle storage compound in Education Car Park, and the taking of a survey of Edmonton bicycle users. The survey resulted in the formation of an association between U of A bicyclists and their counterparts off campus.

While all this was going on, BOCC was developing a set of bicycle regulations, taking into account Edmonton's traffic laws and the bicycle situation at other universities and colleges. After consulting with members of central administration and the Building Committee of the Board of Governors and making various revisions, the regulations were reviewed by the Board and approved on 7 April 1989. □

Search Committees for Vice-President (Student and Academic Services) and Vice-President (Development and Community Affairs)

The deadline for submission of *faculty nominees* (Categories A1.1, A1.5 and A1.6) to sit on these two committees has been extended to 16 January 1990, 4:30 pm. There are two vacancies for faculty members to sit on the Search Committee for Vice-President (Development and Community Affairs) and one remaining vacancy on the Search Committee for Vice-President (Student and Academic Services).

Written nominations supported by the signatures of five members of the full- and part-time academic staff (not including the nominee) and a short biographical description may be submitted to the Director of the University Secretariat, Ellen Schoeck Solomon, 2-5 University Hall. Nominations must be received by 16 January 1990, 4:30 pm. Nominees must agree to stand for election to the Search Committee. GFC regulations require that nominees may not be holders of administrative positions, such as Dean or Department Chair, since administrators are already represented on these Search Committees. The full composition of these Search Committees, together with nomination and election procedures, were recently approved by GFC and are available in the University Secretariat (2-5 University Hall). If you have any questions about eligibility to serve or to nominate, please call Ellen Schoeck Solomon at 492-5430.

Fitness and Lifestyle Program offers courses especially for staff

Staff members having a devilish time cramming a fitness routine into their daily schedule may wish to consult the new Campus Recreation Catalogue. The folks at Campus Fitness and Lifestyle recognize that some staff members think that a) the majority of classes are for students, and b) those that aren't are held at inconvenient times. The fitness program has progressed way beyond aerobics and running and jogging. It's now possible to enroll in T'ai Chi, Back Care, Iyengar Yoga, Toning, and Ice Skating . . . all at a variety of levels and times.

"This is a very complete fitness program involving over 240 hours of instruction each week," says the program's director, Art Burgess.

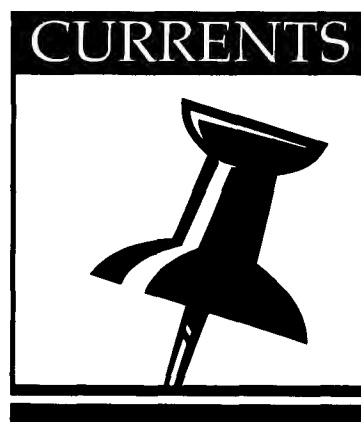
A program of "strategically-placed courses", that is, throughout the day, begins 22 January. All

17 courses are aimed at University staff and will be reserved on a priority basis until 12 January.

Emphasis, as the catalogue notes, will be on presentation. "Our classes recognize that everyone is different—and we believe it. These classes are not a rehearsal for a chorus line. Everyone is urged to set their own limits."

Each course is for 10 weeks and is designed to "get you out of the building in an hour."

More than 1,700 people, including about 500 staff members, are enrolled in the overall program. □



Forsythe appointed Assistant Dean (Student Services), Faculty of Law

The Faculty of Law is pleased to announce the appointment of Gail Horkulak Forsythe, BEd, LLB, as Assistant Dean (Student Services) effective 4 December 1989. The Faculty notes that she brings expertise to the position from two professions: the practice of law and adult legal education.

Forsythe is a practising member of the Alberta Bar and was admitted during 1987 after graduation from the Faculty of Law in 1986. She is also a member of the Canadian Bar Association and the Alberta Civil Trial Lawyers' Association.

Forsythe holds an Alberta Permanent Teacher Certificate and has extensive experience teaching law and acting as a legal education consultant at Grant MacEwen College and NAIT. She graduated from this University's vocational education program in 1980.

In addition to the teaching of law, the Assistant Dean (Student Services) manages law admissions, law student counselling, course selection, the Moot Court program, awards and other administrative matters. □

Moira Fraser-Juliebo addressing local branch of Canadian Federation of University Women

Moira Fraser-Juliebo (Elementary Education) is the guest speaker for the January meeting of the Canadian Federation of University Women, Edmonton. The meeting will take place at the Faculty Club on 15 January at 7:30 pm.

Telephone Ruth Cavanaugh (483-8219) or Connie Clifford (437-0314) for further information.

Writing classes and workshops

Effective Writing Resources is now offering the following noncredit courses: Writing for University, Writing Lab, Business Writing, Technical Writing, Revising and Editing Your Thesis, Marking Written Assignments.

For information concerning fees and schedules, call 492-2682.

In memory of Kathy Sharma

Funds are being collected for a dictionary stand and plaque to be donated to the Cross Cancer Institute's Library in memory of Kathy Sharma.

Please send cheques, payable to the Northern Alberta Health Libraries Association, to: Peter Schoenberger, John W Scott Library, 2K328 Walter Mackenzie Health Sciences Centre.

First career fair being held 18 January

Career and Placement Services (CaPS) is holding its first ever career fair 18 January, from 9:30 am to 5:30 pm in Dinwoodie Lounge on the second floor of SUB.

The career fair has attracted 50 employers from a number of different industries. A career fair student guidebook on the participating companies will be available to all those who attend.

Employers will also be conducting presentations and there will be a draw for a door prize. Students from all disciplines will be able to investigate both summer and permanent employment.

CaPS plans to make the career fair an annual event. □

Sign language classes

Sign language classes (noncredit, Introductory Level I) are being offered by Disabled Student Services. Registration: \$70 per person. Call Disabled Students Services at 492-3381 before 18 January to register.

Introduction to online searching in the health sciences

What: Do-it-yourself searching of MEDLINE and other key health sciences databases.

In the lecture both the theory and mechanics of formulating and executing a computer search will be discussed. The lab session puts into practice concepts and techniques from the lecture.

Who: Graduate students, residents, faculty members, or other staff who are directly involved in teaching or research.

When and where: Lecture: Friday, 19 January, 9-11:30 am, Conference Room, JW Scott Library. Labs: Monday, 22 January, 6-7:15 pm or 7:30-8:45 pm. Tuesday, 23 January, 6-7:15 pm (if necessary).

To register: Call the JW Scott Library reference desk at 492-7947 to sign up for the lecture. Sign-up for the lab at the lecture. There is no charge for the lecture or for first time lab attendees.

'Women and World Religions'

The Department of Religious Studies is offering a new course on women in religion. "Religion 277 - Women and World Religions" will describe the meeting of cultural values with Judaism, Christianity, Islam, and the Chinese traditions.

"We will begin by studying the basic scriptural texts of each tradition and their attitudes toward women and then look at how the messages of each of these texts has been interpreted in the history of each tradition," says Lee Rainey, instructor of the course.

No previous knowledge of these traditions is expected or required. "Women and World Religions" will be taught Monday evenings (6 to 9), January to April, in L-2 Humanities Centre. The telephone registration catalogue number is 64849.

EVENTS



Talks

Chemical Engineering

11 January, 3 pm Laurie J Danielson, Research Chemist, Fundamental Studies, Syncrude Canada Limited, "Rheological Studies of Syncrude's Tailings Pond Sludge." E342 Chemical-Mineral Engineering Building.

18 January, 3 pm Fred Seyer, "Exploitation of Northern Alberta Oil Sands." E342 Chemical-Mineral Engineering Building.

Geography

11 January, 4 pm G Peter Kershaw, "SEEDS: The Germination of a Long-Term Environmental Impact Study." 3-36 Tory Building.

19 January, 3 pm Richard Butler, Department of Geography, University of Western Ontario, "Tourism and Sustainable Development." 3-36 Tory Building.

Plant Science

12 January, 12:30 pm W Kuhnle, "DNA Methylation as a Means of Regulating Gene Expression."

1-06 Agriculture-Forestry Centre.

19 January, 12:30 pm S Moroni, "Gametophytic Selection as a Method of Plant Breeding."

1-06 Agriculture-Forestry Centre.

Zoology

12 January, 3:30 pm EP Pister, State of California, Department of Fish and Game, "Endangered Species: Building Blocks for an Environmental Ethic."

M-149 Biological Sciences Centre.

19 January, 3:30 pm Peter Anderson, CV Whitney Marine Laboratory, University of Florida, "The Epitome of Comparative Neurobiology: Studying the Jelly-fish Nervous System." M-149 Biological Sciences Building.

Club IDC

12 January, 3:30 pm Hector Gertel, Stanford University, "Education and Labour Market in Developing Countries: The Case of Computing Science." 5-180 Education North.

19 January, 3:30 pm Dr Gertel, "The 'Kitchen' of Law-Making: The Politics of Educational Policies." 5-180 Education North.

Arts

Norman Bryson, professor, Cambridge and Rochester, will deliver the Henry Kreisel Lectures on Literature and the Visual Arts under the general title, "Painting, Text, and Sexual Difference". 12 January, 4 pm "Women, The French

Revolution, and Jacques-Louis David." L-3 Humanities Centre.
15 January, 4 pm "Géricault and 'Masculinity'." L-3 Humanities Centre.
16 January, 4 pm "Stendhal and David." L-3 Humanities Centre.

International Centre

15 January, noon Smita Swarup, "Review of the 1989 Elections in India."
16 January, 12:30 pm Pikus Wojack and Jan Terszchenko, "News Report of Events in Poland."
17 January, noon Dr Zavola, professor, Universidad Nacional Autonoma de Mexico, "Current Political Situation in Mexico."
18 January, 12:30 pm Sid Mohiuddin, "Minority Groups in China."
22 January, noon Marilyn Assheton-Smith, "CIDA's Response to Women and Development."
23 January, 12:30 pm Liu Jiang, "Prepare for Chinese New Year."
24 January, noon Margarita Saenz, "Some Women's Projects in Mexico."
25 January, 12:30 pm Teck Tan, Martine Lunke and Mark Salik, "Differential Fees and Foreign Students."
All talks in 172 HUB International.

Boreal Institute for Northern Studies

15 January, noon Susan Hannon, "The Effects of Arctic and Alpine Environments on Mating Systems in Grouse." G-113 Biological Sciences Centre.

Slavic and East European Studies

5 January, 3 pm Oleh S Ilnytskyj, "Seventy-seven Days in Ukraine." 141 Arts Building.
22 January, 3 pm Allan Reid, "Art and the Artist in the Three Stories by Gogol." 436 Arts Building.

Pharmacology

15 January, 4 pm Lesley Bevan, Department of Physiology, University of Arizona, "Relationship Between Force and Fatigability in Single Motor Units." 207 Heritage Medical Research Centre.
22 January, 4 pm Richard Murphy, "Nerve Growth Factor in Peripheral Nerves: Cellular and Biochemical Studies." 207 Heritage Medical Research Centre.

Women's Studies Program

16 January, 3:30 pm Linda Trimble, "Getting From Here to There: Rethinking Feminist Politics." Senate Chamber, Arts Building.

Nutrition and Metabolism Research Group

17 January, 11 am K Dakshinamurti, Department of Biochemistry, University of Manitoba, "Pyridoxine and Neuroendocrine Control." 2J4.02 Mackenzie Health Sciences Centre.

Library and Information Studies

17 January, noon Anna Altmann, "Canadian Children's Fiction." 3-01 Rutherford South.

Techniques in Cell and Molecular Biology Seminar Series

17 January, noon Ann Acheson, "Immunocytochemistry: Cells and Tissue." 6-28 Medical Sciences Building. Presented by Anatomy and Cell Biology.

Soil Science

18 January, 12:30 pm WJ Hastie, TransAlta Utilities; DS Chanasyk and MA Naeth, "Soil Tilth and Compaction Research at Highvale Coal Mine." 2-36 Earth Sciences Building.
25 January, 12:30 pm MA Naeth, "Hydrologic Impacts of Grazing at Stavely, Alberta." 2-36 Earth Sciences Building.

Music

18 January, 3:30 pm Boyd McDonald, Wilfrid Laurier University, "The Fortepiano in Theory and Practice." 2-32 Fine Arts Building.
25 January, 3:30 pm Alexandra Munn, "Chopin's Mazurkas: Gems in Miniature." 2-32 Fine Arts Building.

History

19 January, 3:05 pm Richard D Challener, History Department, Princeton University, "The Cold War in Perspective: Reflections on the Ike/Dulles Era." 2-58 Tory Building.

Law

20 January, 9:30 am Saturday Morning at the Law School—"Divorce and Separation." Law Centre. 492-3115.

Broadus Lectures

Shirley Neuman will present this year's lectures under the theme "The Gendered Bodies of Autobiography". The schedule is as follows:
22 January, 4 pm "'An Appearance Walking in a Forest the Sexes Burn': Autobiography and the Construction of the Feminine Body." L-1 Humanities Centre.
24 January, 4 pm "'Because I was Flesh': Autobiography and Manhood." L-1 Humanities Centre.
29 January, 4 pm "'Your Past . . . Your Future': Autobiography and Mothers' Bodies." L-1 Humanities Centre.

Educational Foundations

25 January, 3:30 pm Patricia Rooke, "Missions and Millennialism: The Transforming Cosmological Landscape of British West Indian Slaves." 5-180 Education North.

The Arts Exhibitions

FAB Gallery

Until 21 January "By Way of Color"—six Edmonton abstract painters brought together because of the overriding interest in color and shape found in their work. 1-1 Fine Arts Building. 492-2081.

Music

15 January, 1:30 pm Masterclass—Leigh Howard Stevens, marimba.

15 January, 8 pm Visiting Artists Recital—Leigh Howard Stevens, marimba.
18 January, 8 pm King's College Chamber Music Recital. Admission: \$7 and \$5, available from King's College.
20 January, 8 pm Sonor Borealis: New Music for Northern Ears. Coordinator: Curt Veeneman.
24 January, 8 pm Faculty Recital—Alan Ord, bass, and Grant Hurst, pianist. All events in Convocation Hall.

Edmonton Chamber Music Society

17 January, 8 pm "Cho-Liang Lin and Andre-Michel Schub." Myer Horowitz Theatre. Admission. 492-1438, 433-8102.

Myer Horowitz Theatre

12 January, 8 pm Adam's Express presents a three act comedy, "Paindu-in-Canada." 461-8380, 462-6895.
13 January The Edmonton Chinese Dancers Association presents, "Chinese New Year Celebration!" 487-3800.
19 and 20 January, 8 pm University of Alberta Orchestris, "Dance Motif 1990!" 492-5602.
21 January, 8 pm "Dead Poets Society." 24 to 26 January, 7 pm; 27 January, 6 pm University of Alberta Medical Students' Association presents, "The 1990 Med Show!" 492-7639.

Sports

Basketball

12 and 13 January, 6:30 pm Pandas vs Lethbridge.
12 and 13 January, 8 pm Golden Bears vs Lethbridge.
19 and 20 January, 6:30 pm Pandas vs Calgary.
19 and 20 January, 8 pm Golden Bears vs Calgary.

Swimming

13 January, 4 pm Golden Bears and Pandas vs University of Washington.
14 January, 2 pm Golden Bears and Pandas vs British Columbia.

Hockey

19 and 20 January, 7 pm Golden Bears vs British Columbia.

Award opportunities

JH Stewart Reid Memorial Fellowship for 1990-91 Doctoral Studies

The JH Stewart Reid Memorial Fellowship has been established through voluntary contributions to honor the memory of the first Executive Secretary of the Association.

Value of award: one fellowship in the amount of \$5,000. Where tenable: doctoral program at any Canadian university. Field of study: unrestricted duration: The award is for one year. Qualifications: a) Registration in a doctoral program at a Canadian university. b) Canadian citizenship or residence in Canada with landed immigrant status from 28 February 1989 or earlier. c) Completion of at least one full academic year of graduate work by 1 June 1990.

d) A first class academic record in graduate program. (Note: this fellowship is available only for doctoral studies.) Closing date for applications: 28 February 1990. Announcement of award: May 1990.

For further information and application forms, write to: Awards Officer, Canadian Association of University Teachers, 294 Albert Street, Suite 308, Ottawa, Ontario K1P 6E6.

Positions

The University of Alberta is committed to the principle of equity in employment.

In accordance with Canadian Immigration requirements, these advertisements are directed to Canadian citizens and permanent residents.

Academic

Director, Native Law Student Programme

The Faculty of Law at the University of Alberta has recently received a grant from the Alberta Law Foundation which will enable it to create a Native Law Student Programme. The programme is designed to increase native enrollment in the Faculty of Law, and to help ensure the success of native law students through the creation and operation of internal and external support systems. The overall objective of the programme is to increase the number of aboriginal members of the practising Bar.

The Faculty of Law seeks applicants for the position of Director of the programme. This position will be of interest to those persons who are familiar with the problems that exist in this area and who are committed to resolving such difficulties. Candidates should possess an LLB and have some appropriate experience in this area. Teaching duties will be assigned. Native persons are encouraged to apply.

Salary range: \$39,000 to \$43,000 per year.

Applications and curriculum vitas to: Dean Timothy J Christian, Faculty of Law, University of Alberta, 485 Law Centre, University of Alberta, Edmonton, Alberta T6G 2H5.

Deadline for applications: 31 January 1990.

Alberta Law Foundation

Support Staff

The limited number of vacancies is a result of the current Support Staff hiring freeze effective 1 January 1990.

To obtain further information on the following positions, please contact Personnel Services and Staff Relations, 2-40 Assiniboia Hall, telephone 492-5201. Due to publication lead time and the fact that positions are filled on an ongoing basis, these vacancies cannot be guaranteed beyond 5 January. For a more up-to-date listing, please consult the weekly Employment Opportunities Bulletin and/or the postings in PSSR.

Positions available as of 5 January 1990.

The salary rates for the following positions reflect adjustments in accordance with the terms for the

implementation of the Pay Equity Program.

Secretary, Grade 5 (Term), Chemistry, (\$1,749-\$2,166)

The following positions retain salary rates in accordance with the previous classification system and pay plan.

Clerk Typist II (Part-time/Trust, Term to 30 June 1990), Rick Hansen Centre, (\$8.73-\$10.84/hour)

Clerk Steno III (Trust/Term to 15 November 1990), Physics, (\$1,475-\$1,853)

Secretary/Executive Secretary (Trust), Surgery, (\$1,645-\$2,385)

Departmental/Executive Secretary (Trust), Medicine, (\$1,853-\$2,385)

Technician I (Trust), Surgical Medical Research Institute, (\$1,705-\$2,189)

Technologist I/II (Trust/Term to 30 June 1991), Faculty of Medicine, (\$2,100-\$2,960)

Nurse (Research Assistant) (Trust), Cardiology, (\$2,189-\$2,834)

Technologist II (Trust), Anatomy and Cell Biology, (\$2,283-\$2,960)

Advertisements

Accommodations available

Victoria properties - Experienced, knowledgeable realtor with Edmonton references will answer all queries, and send information. No cost or obligation. Call collect (604) 595-3200, Lois Dutton, Re/Max Ports West, Victoria, BC.

Rent - One bedroom apartment, clean, quiet, balcony, laundry, free parking. 482-1456, 430-7770.

Rent - Four bedroom, two bath, furnished house complete with cat and plants. Near University, bus, schools, stores. 1 June for 12 months. \$900. Phone 439-2956.

Rent - Fully furnished, four bedroom family home, with swimming pool, Bonnie Doon area. Available 1 March, 1990, 465-6461.

Sublet - 1-28 February 1990, westend.

Furnished three bedroom house, 1 1/2 baths, basement, double garage, fenced yard, close to shopping. \$700 (negotiable). 487-1338.

Rent - Furnished three bedroom house, February-June. 67 Avenue 109 Street. Fireplace, garden, playhouse, storage available. Tim, 437-5321.

Share house - 74 Avenue and 106 Street. Preferably female, nonsmoker.

furnished, washer and dryer, two cats. Rent \$275 plus shared utilities. Available immediately. Call Ruth at 433-2516 or 422-7333.

Rent - Garneau Mews Condo, luxury, 1 February-15 May. Appliances. \$900. 433-2535.

Rent - North Windsor Park, four bedroom executive bungalow, 1 February-30 June, 487-5950.

Rent - 1 February, four bedroom house, balcony. Half hour walk/ten minute bus: University. \$500 plus utilities. Phone 488-8634.

Sale - Bungalow with walkout basement onto wooded hill. Central location, river view in charming little park community. Fabulous potential for imaginative buyer. Jean MacKenzie, Spencer Realty, 436-5250, 439-2114.

Rent - Furnished one bedroom apartment, Valhalla, river view, \$825/month. Western Relocation, 434-4629.

Rent - Glenora, spacious bungalow, fireplace, hardwood floors, lease \$1,500. Western Relocation, 434-4629.

Rent - Prestigious, Blue Quill, two storey, 3,000 square feet. One or two year lease, available immediately. Partially furnished. Western Relocation, 434-4629.

Housesitter required - 31 January-12 March 1990, three bedroom house near Bonnie Doon. Nonsmoker. Phone 469-5398 or 468-7415.

Goods for sale

Cash paid for appliances, 432-0272. The Edmonton Book Store specializes in books for the University community.

Quality books bought and sold every day; just a short walk from campus, 8530 109 Street. Call 433-1781.

AJ510 video terminal, visual editing, \$200 obo, 433-8302.

Apple IIc with external drive, Imagewriter, carrying case, Appleworks, Dollars & Sense, Print Shop, \$1,200. 425-9420 after 6 pm.

Services

Donnic Word Processing - Since 1978, specializing in theses, manuscripts, etc. 453-2769.

Old fashioned expert, hand tapers, specializing in straight painted drywall ceilings, also doing some old style ceiling designs. Finest possible workmanship guaranteed. Please phone Stan, 479-6640.

Wedding, bridesmaid, ladies gowns. Suits, slacks, skirts, blouses, uniforms

made to measure. General alterations. Jeans hemmed while you wait, \$2.99. Assorted fabrics available. 469-6292.

PCTeX typesetting, desktop publishing, IBM compatible, laser printer. Leduc, 986-6422.

Legal secretary; laser printer, fast, accurate, Riverbend typist, \$1.50 page/double, 430-7689.

Backaches? Stress tension? Special therapy at Back-Basics (supplementary health care reimburses treatment costs). Maria Krieg is a spine specialist, university trained in Düsseldorf. 11610 75 Avenue, 436-8059.

Desktop publishing, typesetting, design, word processing, laser printing, time rented on Macintosh computers. The Electronic Scribe, Westbrook Shopping Centre, 438-9445.

Babysitter wanted. University area. Phone 492-7544 (days).



Austria

A Faculty of Extension Study Tour
of the Baroque in Central Europe

May 1 - 18, 1990
\$3850 (including airfare)

Please call Susan Davis at 492-3034 for more details



Part-Time Instructors for Computing Systems Courses

Computing Systems offers a noncredit training program on the use of MTS, IBM PC, and Macintosh.

The department has openings for instructors to teach introductory Macintosh courses, introductory and advanced MS Word 4.0 on the Mac, and introduction to PROFS. The majority of these courses are during the day, but there is some flexibility in scheduling.

Anyone with experience with any of the above is invited to apply. Also required is the ability to relate well with new users and to explain the basics in a simple fashion.

Contact: Carey Castillo
303 General Services Building
492-2462

GARNEAU/UNIVERSITY

Child Care Centre

10925 87 Avenue, Edmonton

*A small nonprofit University-
affiliated centre*

college-trained staff

excellent developmentally
sound programs for
preschoolers

a hot lunch and two
nutritious snacks provided
daily

openings available for
children ages 2 1/2 - 5 years

Please phone Adriana

439-9050

for information

ALLIANCE FRANÇAISE D'EDMONTON

FRENCH WINTER CLASSES
(Also special contracts)
Very small groups
Conviviality

Monday & Wed. nights
6:30 p.m. - 8:30 p.m.
Jan. 15 to March 21, 1990
\$140.00 (40 hours)

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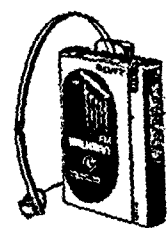
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